



SNOHOMISH REGIONAL FIRE & RESCUE

## Spring Comex Workshop 2025

March 18 - 20

Hotel Leo  
1224 Cornwall Ave  
Bellingham, WA 98225  
360-746-9097  
thehotelleo.com

**Supporting People | Strengthening Infrastructure  
Continuous Improvement | Fiscal Responsibility**

*Mission: Save lives, protect property, safeguard the environment, and take care of people.*

*Vision: We will be a proactive regional emergency services leader by partnering to provide safe communities for people to live, work, and explore.*

*Values: Respect, Accountability, Integrity, Teamwork, Service*

### Rules of Engagement

Respect everyone  
Collaborate and enjoy the team  
Tough on problems – Easy on people  
Refer to the rules we learned in kindergarten  
Be on time  
Use the words “we” and “us”  
Be prepared for the Pacific Northwest weather

### Workshop Objectives

Build the team and develop relationships  
Confirm the team vision  
Review key guiding documents  
Review project development and implementation  
Address other pertinent issues  
Have fun and enjoy each other



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### Tuesday, March 18

Topic	Lead	Time
Welcome – Lunch	Chief O'Brien	1200-1300
Organizational Highlight Section: Video(s)	Chief O'Brien	1300-1400
Cultural Leadership Team Update	DC Fetcho	1400-1415
Break		1415-1430
SWOT Workshop	Chief O'Brien	1430-1700
Dinner (Brandywine Kitchen)		1800

### Wednesday, March 19

Topic	Lead	Time
Breakfast	AC Lundquist	0800-0900
Capital Projects: Current Facilities / Current Projects Overview	DC Rasmussen	0900-0930
Capital Projects: Future Facilities Projects	DC Rasmussen	0930-1030
Break		1030-1045
Board Responsibilities / Policy	Attorney Snure	1045-1200
Lunch		1200-1300
Breakout Sessions: Board Philosophies Breakout Sessions: Succession / Mentorship		1300-1700
Dinner (Boundary Bay Brewery)		1800

### Thursday, March 20

Topic	Lead	Time
Breakfast	BA Schoof	0800-0900
Fire Marshal 2025 Update and Outlook	AC Messer	0900-0930
Accreditation – Strategic Plan – Annual Report	DC McConnell	0930-1030
Community Advisory Committee Update	AC Messer	1030-1100
COMEX Review		1100-1200
Conclusion		1200

*Comex is a workshop convened twice a year for the Board of Commissioners to review organizational opportunities, challenges, plans, initiatives, and other applicable topics.*

*The spring workshop is dedicated to current project implementation overviews, as well as development of ideas and innovations that guide the path for the following year's budget.*

*The fall workshop is dedicated to analyzing the following year's budget in alignment with SRFR's mission, vision, and values, and supporting comprehensive plans. We desire to be progressive and innovative while balancing the responsibility of the effective allocation of resources.*